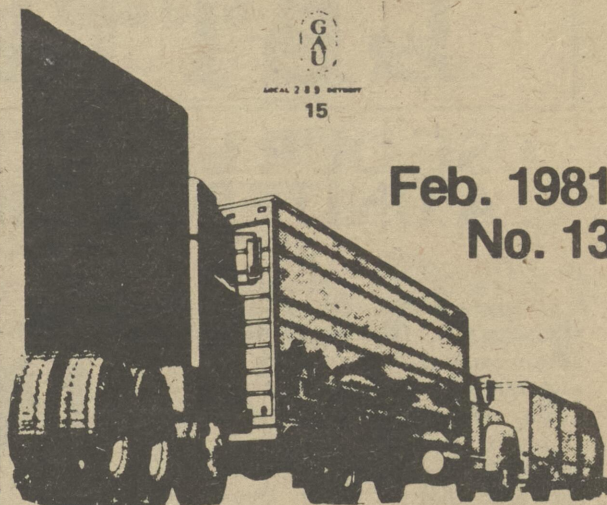
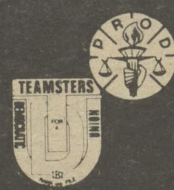


Dalton Indicted for Racketeering. See Page 12

CONVOY DISPATCH

Voice of the Teamster Rank and File Since 1975



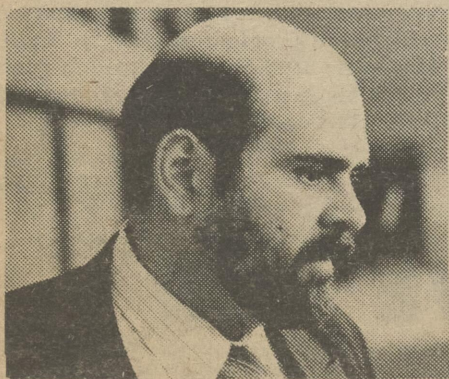
Feb. 1981
No. 13

Teamsters for a Democratic Union

P.O. Box 10128, Detroit, MI 48210 Phone (313) 842-2600

Rank and File Candidates Speak Out

"Let's Make Our Union Great Again!"



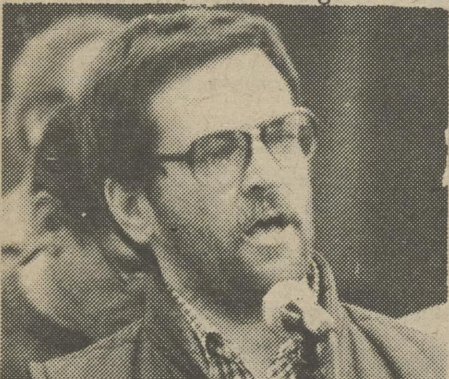
Pete Camarata [above] and Jack Vlahovic are candidates for General President and Secretary Treasurer of the IBT. They stand for rank & file democracy. Camarata is from Local 299, and was the only delegate to the '76 Convention to oppose Fitz.

Vlahovic was elected Sec.-Treas. of British Columbia Local 213. He was removed from office by the hierarchy for his rank & file stands.

These men are proven fighters who passed up well-paid jobs to fight for the rank & file. Here are their views.

PETE CAMARATA

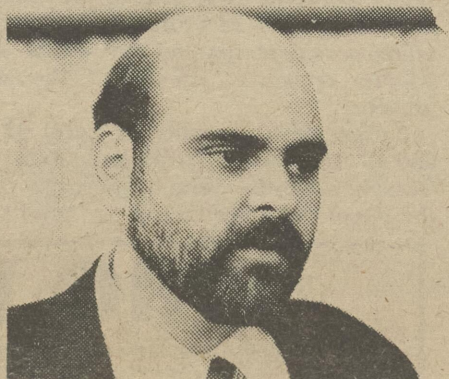
"The 1976 Convention was really the birth of the new rank & file movement that became TDU. When Fitz told us all to 'Go to Hell' and when they attacked and beat me after the Convention, it was a signal to our



JACK VLAHOVIC

"I was at the 1976 Convention as a delegate. A few months after that, I ran for Secretary Treasurer of Local 213 and won. It was a reform effort to improve our local, get better contracts and representation.

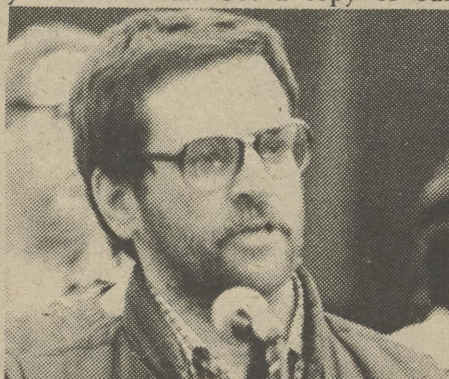
"But I came up against the International. International Vice President Ed Lawson and his supporters brought phoney charges against me as soon as the votes were counted. And later in 1977, Lawson's 'Kangaroo Court' had me removed from that elected office in



brothers and sisters across America that it was time to act. Time to get together. To organize to save our union from the people in the Marble Palace in Washington.

"I went to Las Vegas in 1976 with some democratic proposals for changing the union—for limiting the inflated salaries and cutting out the multiple salaries.

"This June will be different. Already in Local 299 we've passed motions to call a special meeting to consider proposals for the Convention. 299 will be there with a program for change. But we need to link up with delegates from many Locals to push for them. We will not be alone this time. In the next few months, brothers and sisters, it's time for you to act in your own local. Get a copy of our



Canada's largest local.

"We appealed to the International and they simply covered up for Lawson. That's the problem with the International. Instead of policing our union and the contracts for the members, it's you-scratch-my back-and-I'll-scratch-yours.

"So the members in Local 213 found out why we need a democratic union, and why we need a TDU movement.

"Our local's representation has gone downhill. From travelling and meeting other Teamsters, many say



Proposals for all contracts and supplements. For a strong stand to end sweetheart deals.

"We've got to have these key resolutions backed by many locals. You have the right to vote in your local union meeting and to have your own local submit them. With the endorsement of the members of many locals, our delegates will speak with more authority. In Detroit we have pushed for a general membership meeting in Local 299 to consider these issues. It will be on March 8.

"We also need rank & file Teamsters to plan to be with us in Vegas on June 1. We will show the officers, the delegates, and the rank & file back home that we have support, that the rank & file are no longer going to sit back and watch our union go downhill."



the same thing.

"It's time to reverse this. To make our union great again. For the first time since our local was formed we will have an election for delegates to the IBT Convention! The nominations will be February 18. We won that right. We're going to Las Vegas, and we're going to stand up for democracy and for the rank & file. We are the environmentalists of the Teamsters—cleaning it up. But we need the help, support, and active involvement of the rank & file.

PLAN NOW TO BE IN VEGAS!

The IBT Convention will begin on Monday June 1 in Las Vegas and run approximately through June 5. (In last month's *Convoy Dispatch* we were off by one week, and reported it would begin on June 8). Rank & File members will be making their presence felt for change. TDU is planning rallies and other events in Las Vegas for June 1.

Plan a vacation now to enjoy Las Vegas and also to do something positive to help change our union and protect our jobs.

TDU's headquarters in Las Vegas will be the Silverbird Hotel and Casino, which is just a three minute drive or 15 minute walk from the Convention Center. Rooms for rank & filers planning to attend the Convention can be booked through TDU at prices ranging from \$26.50 (for a single) to \$37.10 (for a quad). Meals are all-you-can-eat buffets and are only \$1.49 for breakfast, \$1.95 for lunch, and \$2.95 for dinner!

Make your travel plans now. TDU has investigated travel options and has found that planning ahead can really make a difference. For example, we were able to find that on flights from Detroit to Las Vegas we were quoted prices ranging from \$189 round trip (through a travel agent charter), to \$278 (for the TWA "Jackpot" flight), to \$416 (on United Supersaver). So you can see that planning ahead can make a big difference.

West Coast Conference May 30-31

On the weekend of May 30-31 just prior to the IBT Convention—TDU is holding a West Coast Conference for rank & file Teamsters. It will be in Los Angeles.

In the next *Convoy Dispatch* we will publish detailed plans for these events. Not only for West Coast members, but other Teamsters who are going to Las Vegas are invited to come to Los Angeles first as well. Save the Date!

LETTERS

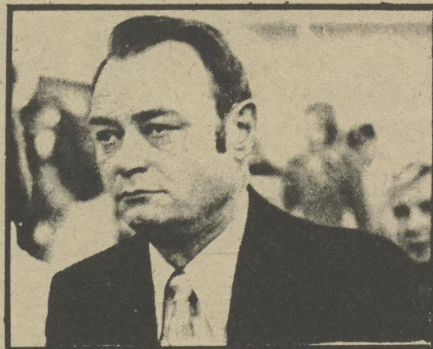
USE OUR UNION'S POWER: A UNITED MEMBERSHIP

Dear TDU,

It appears that one of the concessions to the IBT from the Reagan administration in exchange for their endorsement of his campaign is the Labor Department's assistance in stamping out all reform movements within the Teamsters. I'm referring to the fact that a Labor Department supervised election in Local 299 be overturned on the basis of the most flimsy violation. The reform slate was charged with receiving a \$145 contribution from a legal firm—a sum that is laughable considering the sums the incumbents undoubtedly spent illegally on the election. In addition, they were charged with posting signs in a restaurant.

Obviously, in politics as well as in all other facets of life, money is a considerable force. However, another equally if not greater force is public opinion. An outstanding example of this is the National Rifle Association. I am a member of this organization and in general endorse their policies. However, they have for years wielded great clout with a threat of their large membership voting as a block to defeat candidates who support gun control. Yet I seriously doubt that the NRA could deliver a majority vote of their membership.

It is apparent that if rank & file Teamsters were united, we could have



Frank Savage, Local 337

as great or greater clout than the NRA. I am suggesting that a petition be circulated and be presented to the new Administration, pointing out the concern Teamsters have for the proper management of their union. I am greatly disturbed.

Fraternally,
Frank Savage
Trustee, Local 337
Howell, Michigan

Why So Late?

Dear TDU,

Why do I get my Convoy Dispatch on the 20th of the month?

Sincerely,
Earl Clement
Local 384
Malvern, Pa.

(Editor's Note: We mail the Convoy Dispatch the day after they are printed. It is a big job and both the staff and volunteers work together. But we mail it third class mail, using a non-profit permit. It costs 3.7 cents per copy for postage using this method. If we mailed them first class mail, it would cost 28 cents. The difference adds up to a savings of thousands of dollars. Unfortunately, this means there is some delay in receiving your paper, as third class mail can take up to 10 days for delivery. Since we ship the bulk orders of the paper via truck, rail, UPS, etc. they often get to an area before your copy gets to you in the mail. We hope our members understand this situation. If you have comments, let us know.)

Retiree Renews

Dear TDU,

Please renew my membership. I have all confidence in PROD and TDU. You have done so much for us truck drivers, and made things safer for us to drive. I will be retiring this coming November 1981, but will keep my PROD and TDU memberships going so I can still read all the good things that you are still doing. I don't want to be without the Convoy Dispatch news.

Thanks,
James Craig
Local 878, Ripley, Tenn.

MOVING?

Notify us of your new address or you will not receive your monthly Convoy Dispatch. The paper is sent third class bulk mail and will not be forwarded to you.

Use the membership application form in any issue of the paper to notify us and write on the top of the form—CHANGE OF ADDRESS.

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LET'S SEND OUR OFFICIALS A MESSAGE

Dear TDU,

At a November meeting of Canton steelhaulers, Local 92 President, Bob Cassidy, played politics. He urged the members to send President Carter a message by voting against him. He said no one could do any worse. I think Mr. Cassidy should be commended for his words about Mr. Carter, because perhaps his wit awakened some of the sleeping members of our Union. If it didn't, it should have. Mr. Cassidy got his wish and a message was sent to Mr. Carter. I think Mr. Cassidy's remarks would work fine within our Union also.

The message sent Mr. Carter was relatively simple. The people of America didn't want him as our leader anymore. But with the bureaucracy of the Teamsters, the message to the International President is a much more complicated procedure. As we, the members, don't have the right to vote for International President, our messages will have to be sent to the local level first. The fact that we have a union president that no one wants is another reason a "message" should be sent.

I urge every member of Local 92, and all other locals, to take heed to Mr. Cassidy's words. Send a message to the people who are failing us. Send it

to the local level and then to the International level. We should let them know that if they don't do their jobs, we'll vote them out the same way Mr. Carter was voted out.

Thanks again Mr. Cassidy for the words of wisdom. There can be solutions to our problems. I'm sure your words will be remembered because they are wiser than the words our officials have been giving us for months.

Sincerely,
Chet Smith
Local 92, Canton, Ohio

Concrete Crisis

Dear TDU,

We at Clawson Concrete have been experiencing continued harassment over truck cleanliness and the times we are required to be available for work during lay-off. I personally have not worked in quite some time. Most of us in the Transit-Mix industry are in very serious financial trouble and no end to the problem is close at hand. However, we do appreciate and trust in you because of the help we received from TDU on our 1979 contract.

Thank you,
Mike Turk
Local 247, Royal Oak, Michigan

WHO WE ARE

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers—every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1980 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. If you agree with our Rank & File Bill of Rights then how about joining us?

TDU STEERING COMMITTEE

Co-Chairs:

Doug Allan, Local 208
Pete Camarata, Local 299
Bilal Chaka, Local 692
Ted Katsaros, Local 282

Organizer:

Ken Paff, Local 407

Trustees:

Dan Hall, Local 375
Eileen Janadia (Local 337)
Gary Kuhn, Local 20

Mike Friedman, Local 407
Keith Gallagher, Local 229
Denise Gillespie, Local 676
Ed Howell, Local 391
Diana Kilmury, Local 213
Charis Moore, Local 315
Mel Packer, Local 800

Alternates:

Jack Thomas, Local 705
George Feld, Local 200
Bob Leslie, Local 147

RANK & FILE BILL OF RIGHTS

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

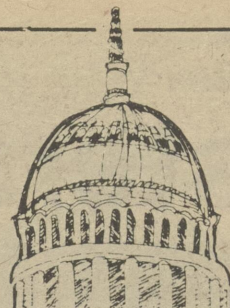
IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.



NEWS FROM THE

WASHINGTON OFFICE



The Washington office of TDU—formerly PROD's national office—is the rank and file's voice in the capital. Litigation, designing new legislation, reforming safety regulations concerning all aspects of working conditions and truck design—we're working for you. We have a Professional Drivers Council of TDU to help. But we need your input.

PROD/TDU
Room 612 — 2000 P St., NW
Washington, D.C. 20036

TDU-PROD Fight for Pre-Trip Pay

Lawyers representing TDU members Lloyd Barrentine and Maxie Blanton of Little Rock, Ark., took their case all the way to the U.S. Supreme Court last month. In a case that's been pending since March, 1977, Barrentine, Blanton, and several other members of Local 878 have been trying to recover from their employer, Arkansas-Best Freight, back pay they are owed for making pre-trip inspections of their rigs as required by federal safety regulations.

Some companies pay their drivers for doing these pre-trip inspections—which take about 15 to 30 minutes each day, including the time it takes to bring unsafe trucks to get repaired. But many others, like ABF, do not. The issue is important not only because of the money involved, but also because of safety. If drivers are not paid for doing the inspections, some may tend to cut them short, or skip them



AT THE SUPREME COURT: From left to right, Lloyd Barrentine, Local 878, David Vladeck and Arthur Fox, attorneys, and Maxie Blanton, Local 878.

completely. Barrentine and Blanton originally tried to recover their back pay through the grievance procedure under the NMFA. But the union didn't back them up. Their next step was to file a lawsuit in federal court under the federal minimum wage laws which require workers to be paid at least the minimum wage for all time they spend

on the job, including doing pre-trip inspections. Unfortunately the trial court and the court of appeals threw their case out, on the grounds that they could not sue under the federal

statute after losing their contract grievance on the same basic dispute. This is the issue the Supreme Court is being asked to decide. If TDU wins, the case will go back to the lower courts for a trial.

David Vladeck, who worked on the case with PROD lawyer Arthur Fox, argued the case before the Supreme Court. Barrentine and Blanton came to Washington from Little Rock to watch the argument and were pleased with what they saw. "Win or lose," said Barrentine, "at least we've shown the company and the union that we're not giving up. We're going to fight this to the end, and I think we're going to win, too."

Michael Goldberg

Using the VCR for Truck Safety

[First of two articles on using the Vehicle Condition Reports, by Arthur Fox, the attorney who spearheaded the effort to win the new regulation.]

"Either drive it, or go home!"

This ultimatum is issued by trucking management hundreds of times every day across the U.S. It's part of a policy called "breakdown maintenance"—when the truck finally breaks down it gets fixed, not before. In the meantime, more than a thousand professional drivers are losing their lives every year. And that number is increasing rapidly.

Your Rights Under the Contract

As most drivers know, you do have some rights—at least on paper. For example, the Teamster National Master Freight Agreement (Art. 16) states:

The employer shall not require employees to take out on the streets or highways any vehicle that is not in safe operating condition...Under no circumstances will an employee be required or assigned to engage in any activity involving dangerous conditions of work...in violation of a government regulation relating to safety of a person or equipment.

The problem has always been to get management to honor this right and to get reinstated with backpay when discharged in violation of this right. The lack of evidence to prove that a truck was unsafe has severely handicapped drivers.

Vehicle Condition Report [VCR]

For years, the DOT-ICC truck safety rules have required drivers to complete a post-trip VCR reporting any mechanical problems they experienced. Because carrier management

often ignored the VCRs, or did no more than to make "pencil repairs", many drivers ceased to complete them conscientiously.

In 1980, the ground rules changed dramatically. The DOT finally adopted a PROD proposal filed in 1973 and made two changes in the Federal Motor Carrier Safety Regulations (FMCSR) which have converted the VCR into the drivers' most important safety tool. Now, carrier management cannot trash the VCR. Instead, it must 1) certify that repairs have either been made or that the reported defect is not safety-related and hence that repairs were unnecessary, and 2) place a copy of the VCR in the cab for the next driver to examine when performing his pre-trip safety inspection. That copy must also be carried on the vehicle for inspection by law enforcement officials.

How to Make VCRs Work

The VCR provides drivers with vital evidence of mechanical defects they previously lacked when attempting to secure their legal rights. This assumes that every driver conscientiously completes the blank VCR upon the completion of every trip, carefully reporting all malfunctions he experienced, particularly those which can only be detected when the vehicle is in operation.

Not only is it the driver's legal responsibility to complete the VCR, it is his moral duty to his fellow workers and to the public. Your first job is to honor this duty; your second job is to get organized and apply pressure to make certain that every other driver takes his responsibility seriously. After all, the chain is no stronger than its weakest link. And, in unity there is strength. [To be continued]

Washington Wire

TRUCK SAFETY BILL TO BE REINTRODUCED: After passing the Senate last year the Truck Safety Bill was stalled in the House of Representatives and died when no action was taken by the previous Congress. Now the bill is due to be reintroduced in the Senate in February. Indications are that the bill will be introduced by Senator Percy of Illinois. TDU-PROD will again mount a serious effort to push the bill through Congress and win, once and for all, the drivers right to refuse unsafe equipment.

TDU-PROD TO ATTEND NHTSA HEARINGS. The Professional Drivers Council of TDU has been invited to participate in round-table discussions sponsored by the NHTSA Advisory Committee Task Force. The discussions on February 3rd and 4th will focus on support for the Highway Safety Programs. If you have comments that you would like to be relayed to the panel, please contact our Washington Office.

UNION LABOR LOANS FOR PENSION FUND? Prudential Insurance Company has announced a new option for pension funds that they manage. A Fund may now put its money into an account that provides loans to projects built by union labor only. Alternatively, the Fund can continue business as usual and put its money in an account labeled "no stated preference." This raises an important issue for Teamsters, as the largest Teamster Pension Fund, the Western Conference Fund, is managed by Prudential. If our officials want to use money to rebuild the labor movement this is a great opportunity. Western Conference TDUs have suggested that a petition drive and Local Union resolutions might be in order to make sure that the Western Fund moves to Union Labor only loans. What do you think?

NEW SECRETARY OF TRANSPORTATION will be Drew Lewis. Mr. Lewis is the deputy chairman of the Republican National Committee and a Pennsylvania businessman. He has been, at least indirectly, a trucking executive as he was the Trustee of the Reading Railroad which owns two small interstate trucking companies. Let's hope his management background doesn't hinder efforts for increased truck safety in the years ahead.

RIGHT TO STRIKE FOR HEALTH BENEFITS? In a precedent setting decision, the National Labor Relations Board has held that employees can go on strike if their Health and Welfare Fund fails to come through with the benefits they deserve—and such a strike is legal even if there is a general no-strike clause in your contract. The case, **Pacemaker Yacht Co.** concerns a group of 126 N.J. Teamsters who went on strike in 1978 when the Teamsters Health and Welfare Fund of Philadelphia and Vicinity failed to cover their claims. The case is due to be appealed to the U.S. Court of Appeals.

CF DRIVER REINSTATED BY NLRB AFTER REFUSING UNSAFE TRUCK.

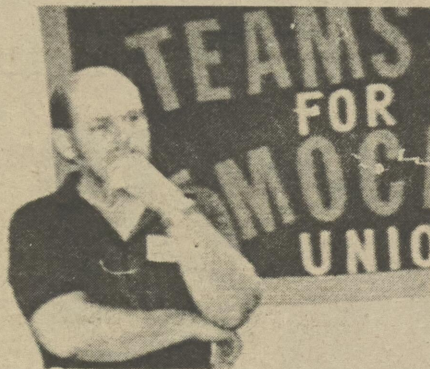
On Jan. 5, 1981 the National Labor Relations Board in Washington ruled that PROD—TDU member Charles Hennessey had been unlawfully discharged after he refused to operate a truck with faulty lights on March 22, 1979. This case follows the precedent—setting Banyard and Ferguson cases won by PROD against McLean and Roadway. But beware: some courts are still refusing to back up the NLRB on this matter, and companies have been able to go to the Court of Appeals to reverse such decisions.

Central Conference Drive for Flex

Indy Teamsters Beat Flex 142-22

On Sunday, January 18, Indianapolis Teamsters at Roadway gathered at the Local 135 hall. They heard a presentation from Lorane Robbins, President of the Local. The presentation was on the flexible work week. While specific work rules were not proposed, the men were asked to vote in favor of the "principle" of the flex and let Robbins negotiate the details.

Robbins tried to scare the members. He said that they just didn't know how frightening a change of operations committee could be. He said that with interest rates so high they might never be able to sell their homes and buy a new one. The message was clear: Roadway was threatening that if they didn't get the flex they would move at least some of the jobs out of town. Robbins said that Louisville had offered the Flex if they would move the



Roger Beach, Roadway, Local 135

breakbulk there.

But it didn't wash. Gary Wolf, a Roadway Teamster and a TDUer got up and made a motion that there be an immediate vote. Robbins ruled him out of order. Then Roger Beach, another Roadway Teamster and TDU

member sprang up and again called for an immediate vote. The pressure was too much and Robbins conceded. Wolf, Beach, and Tom Basham were appointed as the election committee and counted the secret ballot vote. The result was an overwhelming defeat for the flex 142-22.

NEGOTIATIONS AT ROCK ISLAND

On Sunday, Jan. 25, Local 371 Roadway Teamsters met to vote on whether to negotiate with Roadway for a flexible work week at their break bulk in Rock Island, Illinois. The vote was 65 yes, 63 no, with one man not voting. The next move is up to Roadway in coming up with a proposal

for negotiating the flex. The men had come under considerable pressure from Roadway. They had been threatened that Roadway would put in for a change of operations and move a large number of jobs out of Rock Island if they didn't get the flex.

TDU is collecting information on where Roadway has the Flex and doesn't have the flex system-wide. Please send any information on the situation at your terminal to TDU right away. This can be very important to Teamsters who are fighting the Flex, especially in the Central Conference. The only way we can beat Roadway's tactics of divide and conquer is to stick together and share information—and that's what TDU is all about.

Local 229 Officers Stall Strike Sanction Push

It has now been four months since the motion was passed in Local 229 against Roadway's production cards.

At the October membership meeting of 229 BA Peter Fiore reported that communication concerning the motion had been sent to Harrisburg and Hagarstown. He also said that the Eastern Conference had been contacted. At the January meeting of 229, however, Secretary Treasurer Ed Harrington said that he had not received word from Locals 776 and 992. He also said that as there was a new administration in Local 992 he wasn't sure if they were ready to back the move against the production

cards.

These are only stalling tactics used by the Executive Board to avoid the issue. In fact, it was learned that Eastern Conference officials met late last year on the subject of Roadway's production cards. They took the heroic step of telling Roadway that they could not use two different types of cards to harass the rank and file, only one.

If this motion is to be acted upon, there must be a push by rank and file Teamsters in the three locals concerned. Local 776, 229, and 992 Teamsters are already in communication and will be planning that push in the weeks ahead.

Big R Newsline

TOLEDO, OHIO. The dock unit meeting of Toledo Roadway Teamsters on Sunday, January 25th voted in favor of the resolution that calls for strike sanction against Big R if they won't end their harassment campaign centered on the production cards. The Toledo dock workers voted to support the efforts being made by Roadway Teamsters in Local 229 in Tannersville and other Teamster locals to force the International to deadlock a grievance on the production cards and thereby create the conditions for a legal strike at Big R.

SOUTH CAROLINA. The dockworkers in Local 28 are getting together—and it is paying off. When the company tried to hold private "counseling" meetings with individuals concerning productivity—and excluded the stewards—the local TDUers were able to put a stop to it. Group pressure worked. Group pressure was also brought to bear on the hall, and the Local Union has been quite responsive. One of the BAs Morris Stepp, came down to the dock to talk to the men about their problems. Mr. Bill Tomlinsen, an Assistant Terminal Manager told Stepp to get out, as he didn't have permission to be on the dock. To his credit, Stepp didn't back down, and stayed on the dock for over 4 hours.

TULSA, OKLAHOMA. "We have warning letters for forgetting to turn in production cards and leaving them on our check stand. And for not putting our breaks and lunch periods where our foreman thought they ought to be" writes a dockworker in Tulsa. While it appears that the pressure of using letters around the production cards may have slackened off in a few locations—places where the rank & file has gotten organized—it is clear that Roadway is continuing to push the cards as a part of its national policy.

DETROIT, MICHIGAN. As in many Terminals, Roadway foremen in Taylor Michigan have the habit of snooping around the john to see who is in there and how much time they are taking. According to a statement of an NLRB Administrative Law Judge in Michigan, supervisor Morse at Roadway's Taylor facility "routinely checks the basement area, including the bathrooms, looking for employees...". But this time Mr. Morse was in for a surprise. When he knocked on the stall door and said to steward George Karagozian, "Karagozian, let's go" Karagozian said that he wasn't finished. When he wasn't left alone Karagozian then told the supervisor "Stick around and when I get through you can put your face in the bowl and look at the turd." According to the Judge, "At that point, Morse left."

Chi. School For Supervisors Switcher Cards Halted

On Friday evening, December 12, 1980 Big R tried to introduce switcher performance cards at the Elk Grove terminal near Chicago. But three days later, fast action by all the switchers at Elk Grove put at least a temporary stop to the new cards. The group grievance filed by all the switchers was given to management on December 15—and within an hour the cards were withdrawn.

This is not the first new program that has been tried at Elk Grove. Since it was built in 1973, Elk Grove has been a training school for new supervisors or supervisors being promoted to other terminals. It is there that they learn the newest methods of harassment.

Usually a new foreman will be hired at Elk Grove and shown the working procedures for a period of about one month. Then they will be transferred to the main office in Akron, Ohio for indoctrination into the general background and history of Roadway. From there they are brought back to the Chicago Heights Break Bulk, for at least a week. There they go through a 'course', in a classroom setting, in harassment and intimidation of union employees, and learn how to reinterpret the contract. After this the foremen are sent back to Elk Grove to put the methods they have learned in class into practice. They get lots of help and advice from the seasoned pros who are already at Elk Grove.

Prison Work Rules

In the past year and a half, the Elk Grove terminal has instituted new work rules and toughened existing rules without union approval. These are probably being tested at Elk Grove for application system-wide and include:

- 1—Washroom use by permission only, and for five minutes or less.
- 2—Taking breaks and lunch at foreman's discretion.
- 3—No smoking in work area.
- 4—Disciplinary action for writing errors on performance cards (and harassment of older employees for not moving enough freight).
- 5—Warning letters for leaving assigned areas without permission.

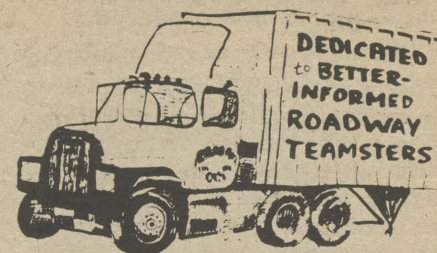
Accidents at All Time High

The fanatical attitude of the management in Elk Grove has taken its toll on the employees. For many years, the Elk Grove terminal for Roadway has

been in competition for profit, pounds per hour, stops per hour, and currently it is near the top. Meanwhile, management insists on cutting maintenance costs. The result: increased injuries on the dock.

When OSHA was called in on December 5, Roadway was only cited with defective brakes on forklifts. And this even though the OSHA inspector was taking his life in his hands just dodging the other safety problems.

Recently, a few dockmen requested that management refrain from careless use of cigarettes while fueling forklifts or near dangerous loads of hazardous materials. In retaliation management



cut off all smoking for union employees in work areas. This was clearly a move to break up effective group action by rank & file Teamsters. But as the case of the production cards for switchers showed—it didn't work.

In fact, the Elk Grove supervisors seemed pretty silly when they tried to introduce the new production cards. The foreman didn't fully understand the card and couldn't explain how to fill it out. The terminal manager Walsh also didn't know how to properly fill it in. He said that the card would be used to keep track of the trailers in case of danger. There was, however, no provision on the card for vehicle numbers. Furthermore, as we reported in the last issue of *Convoy Dispatch*, only bid switchers were issued the cards. There are only two bid switchers while there are four qualified switchers at Elk Grove. No cards were given to 'qualified' switchers.

This was another attempt to divide the rank & file. And it too failed. The men acted with speed and unity. We'll be watching to see how the union acts on Jan. 27, when a hearing has been scheduled on the group grievance against the cards. We'll keep you informed of the efforts to stop the new card before it spreads—system wide.

McLean Makes its Move Flex Drive Stalled

McLean is pushing the flex in the Midwest. In Indianapolis and Cincinnati, on two successive weekends, labor relations officer Jack Carter was busy pushing the flex. But he seems to be running in circles as the rank & file are not falling for his scare tactics. Despite the threat to move a break bulk to Louisville or other points, he has been turned down twice within two weeks.

On Sunday, January 18 there was a meeting at the Local 135 hall in Indianapolis. The company proposed a four day work week, 10 hours per day, 2 shifts per day (one at 7am, one at 7pm). The local wanted the men to vote to approve this idea 'in principle' and let the Local negotiate the work rules.

There was no offer of redcircling anyone. It was an out and out payout. Finally, one of the members asked if a rank & file negotiating committee could participate in hammering out the work rules. Such a committee does have this job in Cincinnati, for example. But Loran Robbins, head of the Indy Local, turned that request down flat.

But this time Robbin's dictatorial tactics backfired. As soon as Robbins turned down the request for a rank & file negotiating committee the men started to walk out. And they didn't stop until 75 of them had left the hall. Robbins said that he considered their walk-out a vote of "No" on the flex—which it was.

Cincinnati Stalemate

Another place where Mr. Carter was pushing the flex was Cincinnati on Friday, Jan. 23rd. He expected a meeting with the work-rules committee and the BA. Instead, 30 members showed up. BA Mike Connoley chaired

the meeting, and let people ask questions. Carter said they were thinking of moving the terminal to Louisville if they didn't get the flex (the same threat as in Indy). He also said that Cleveland, Ft. Wayne, Dayton, and Columbus had offered McLean the Flex in exchange for the break bulk. Members demanded that Local 100 look into the matter and file charges against these locals for 'union busting' if this were true.

The members asked Carter how much money the company would save if they gave them the Flex. He said that he had no idea. They asked him how many employees would be back to work as a result of the Flex. He indicated that 11 of the 36 men on layoff would be brought back—but wouldn't put it in writing. Carter said that McLean needed the money because of the recession. But he said—when pressed—that if the economy improved McLean would not remove the flex. Once it was in, Local 100 would be stuck with it for good.

After this exchange the meeting adjourned. Carter went back to Indianapolis. McLean has been told by Local 100 that their minimum offer is the work-rules in effect at Spector in Cincinnati. This schedule provides for a Monday-through, Tuesday-through, and Wednesday-through bid but it red-circles the present employees so that they are protected from the Flex. Cincinnati Teamsters are interested in finding out what work rules are in effect in other McLean barns in other locals. This will help them pierce company propaganda and protect their conditions. If you can help, please send copies of your work rules concerning start times, guarantees, etc. to Cincinnati TDU, c/o the TDU Office in Detroit.

Cincinnati Local 100 Construction Sellout

In November 1980 a letter was posted on the bulletin board of Reading Central Mix, stating that the company was seeking a buyer. In December, the Reading employees were told that the company had been bought by a Mr. Scharfenberger. They were told they should fill out applications for employment to this new company. The new company, they were told, would not honor the Seniority clause in their contract. Nor would they honor the Sale and Transfer clause in their contract, which still had a year and a half to run. And, sure enough, a letter of layoff was sent to all employees effective January 2, 1981. The 35 employees were rehired by the new company—but not by seniority.

Local President Jerry Kiser has recommended that the employees accept a substandard contract with the new company. This would provide for wages of \$2.30 an hour less than their old rate (new rate: \$6.50 to \$7.50 an hour) reduced health and welfare benefits and no pension. The alternative, according to Kiser, is that the company will just go non-union.

This isn't the first time that Kiser has sold out the construction Teamsters of Local 100. Back in February 1977, Reading employees were terminated and offered jobs with an outfit called Country-Wide personnel. At

reduced wages and benefits. In response, a weak contract was recommended by Local 100 to Reading employees to make Reading 'competitive' with Country-Wide.

In July, 1979, another contract was signed at Reading, even though the old one had quite some time to run. Then, two days after the contract was signed Local 100 allowed a new affiliate to open up in Cincinnati and denied Reading employees the opportunity to bid for work despite their contractual rights to do so. New hires off the street took the jobs.

The worst sellout, however, occurred in March 1980. Reading Concrete announced that they had won a big job—working on the Miller Brewery. Local 100 employees, however, would not get that work. It seems that Local 100 officers had failed to attend the pre-conference hearings on the job. Again, men were hired off the street—at substandard conditions.

Then this Fall came the news that Reading was sold and seniority was sold out altogether.

Reading employees, however, have decided that they are not just going to take it. They have formed a committee and have filed NLRB charges as a first step. They are prepared to do what has to be done to protect Teamster jobs in construction in Local 100.



Regional Unity Needed to Defeat the Flex

by Ken Paff, TDU Organizer

One of the most important struggles in the U.S. Labor history is the long fight for a shorter work week. For an eight hour day, and a five day a week. In the trucking industry this struggle is far from won. It goes on right now.

Unfortunately, our union is retreating rather than fighting. Right now union officers are attempting to give away our work week in the Central Conference. Teamsters covered by the freight contract in Ohio, Illinois, Indiana, Iowa Wisconsin, and Michigan are facing this threat at this very moment.

TDU Chapters and members are fighting back. Numerous votes by the rank & file have said "NO" to the giveaway. But the union lets the threats go on. The company keeps coming back, threatening to close the terminal and move the work unless the union members give up their weekends as option, premium days. As the President of Consolidated Freightways, Ron Burbank, has said: "Only in recent years...our American industry has tended toward a so-called five day work week."

This is of course the exact opposite of the labor view. And TDU will continue to aid and link-up the fight for our conditions.

We can only win with regional unity. So long as some locals will give away conditions, jobs will flow to them. Toledo Local 20 has stolen thousands of jobs from nearby locals, offering to break down conditions. Their officers think this is very 'smart' and brings more dues to their treasury as Locals in Cleveland, Detroit, and other cities lose jobs to them.

And if the 'Flex' is given away in the Central Conference, what will happen next? Will Roadway, CF, McLean, Spector Red Ball, and others be happy? Or will they demand more concessions? Or will they move? If you believe in Santa Claus and the tooth fairy, you might think they will slack off. But if you are a union man, then you know they'll look for another way to cut corners, another condition that they are going to take away. Maybe it will be part time student dockworkers like UPS has (see story in Centerfold—it's not as far away as you think).

And there will be some 'smart' local officers, ready to give it away fast to get more dues into the treasury. And our International sits by and does nothing. They let our contract be whittled away and do nothing—or worse than nothing.

The big day for the 'flexible work week' will be April 1, 1982. The day the contract expires. Indianapolis Local 135 officials have already told the rank & file "you can say no now, but you will have to live with the Flex after April '82." These sell-out artists are ready to give it up. The companies too are waiting for April 1982. They want to get language in the Central Conference Supplement to the NMFA that is like the Southern Conference language—any terminal can schedule any employee to work any five consecutive days. There is no option and no premium pay.

We in TDU feel that our union should be working to upgrade the Southern Supplement, the Central Pennsylvania Supplement, and others. We are unionists who are dedicated to that 100 year tradition of fighting to improve the lives of working people, of Teamsters. Not giving it all away as fast as we can.

On April 1, 1982 we will be there. We will be prepared through a year of organizing between now and then. We will be ready for a fight, like our brothers and fathers who built the union.

If you'll be there too, don't wait. The time is now to join TDU. And if you are in the Central Conference, support your brothers and sisters in your area fighting to save their conditions. You could be next.

The Crisis of Teamster Jobs

Across North America, Teamsters are faced with a crisis. Teamster jobs are vanishing. Here, rank & filers speak out on this problem as they see it.

According to industry analysts, the general freight divisions of most companies have laid off approximately 30% of their boards. Just the economy turned sour? Not really. Freight tonnage is only off 20% from its peak in March 1979. This means that the jobs of 30,000 Teamsters in general freight have been lost to special commodities, scabs, or casuals. Jobs that may never come back.

The crisis of Teamster jobs is not

just a problem in freight. Construction Teamsters are faced with booming non-union competition. Production Teamster jobs have been lost. And lost because our union didn't do its job to protect them. Sure the recession hurts. But it is the responsibility of the leadership of our union to lead the fight to protect union jobs—especially when times are tough. Instead, they have just allowed union jobs to disappear faster than the decline in the

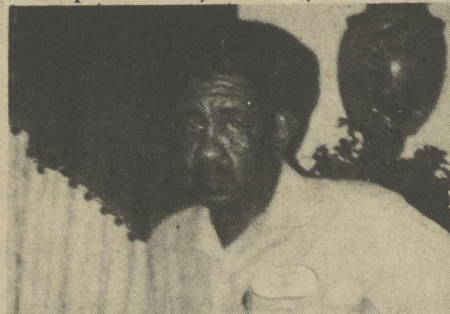
economy as a whole.

While this sounds grim, there is much that can be done. In each of the cases presented below, there was something the union could do to protect Teamster jobs. And on the national scale, there are also clear policies that our union can adopt. **The Rank & File Jobs Program**, presented in this article, shows how it can be done.



STEPHEN HARRIS, Tannerville Pa. Local 229, Roadway Express

Because of Roadway's reputation of firing after 28 days, people would rather look elsewhere for a job. Harassment and the constant fear of being suspended for mostly petty reasons are the means the company uses to keep the men from slacking in their productivity. This system works



SAM DUNCAN, Birmingham Local 612, Motor Convoy

On May 17th, 1979, a non-union operator called R.O.I. Ramp Operation moved in and took our jobs as unloaders and yard help. A grievance was filed under Article I, Section 3 of the Central and Southern Carhaul Contract. The panel voted in favor of the company, stating that they found the company was not in violation. It was just their way of cutting jobs. Now I am a utility man and I fuel the trucks and grease them, and do tire work and do unloading work. They call it productivity. I call it slavery.

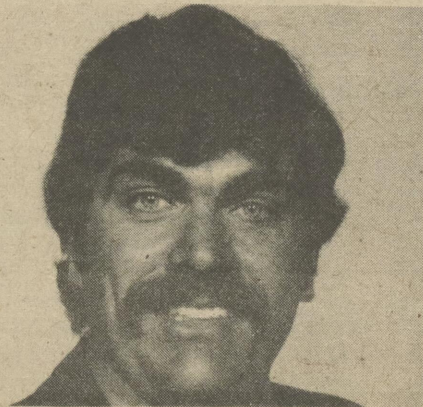
I would like to see our Local Union stand up to whom it concerns and quit telling the rank & file members to be loyal to your company.



DON STROUTH, Quad Cities Local 371, Block Construction Co.

I worked full time in 1980 and only made \$10,000. The reason for this is that they hired as many part-timers as they had full time workers. The company pays the part timers less than scale—and no benefits. The loophole in the contract is that while it does state that "all regular employees must be working or given the opportunity to work before part time employees are utilized" it doesn't say how many hours the regulars get to work.

We have continuously complained to our BA about this. But he only says that we have the to "wait until the next contract." Perhaps he has forgotten that he was the same BA who negotiated our present contract.



JOHN FARRELL, Norristown Local 384

On May 28, 1980 I was put on permanent layoff by Volpe Express in Norristown, Pa. I was told that the reason was 'lack of business'. But the company had laid me off despite the fact that there were high school students, part timers, working the dock.

My Local Union, Local 384, keeps changing the story. First I was told that the non-union part timers were sanctioned as a practice by the previous Local administration. But Edward Pascale, former President of Local 384, has denied this charge.

The union went along with the company when the economy was better. The concession sounded nice, but when times got tough we were stuck with non-union part timers on the dock.



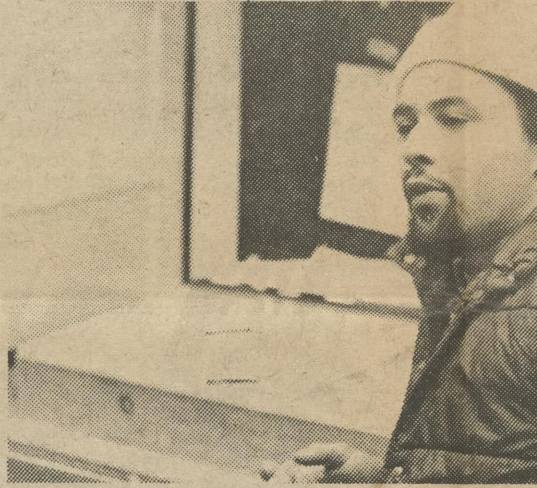
LARRY CAMALERI, Buffalo Local 375, Dominion Consolidated.

According to the Department of Labor, the Buffalo area has lost over 10,000 jobs during the year 1980. We realize that before Teamsters can think about union democracy, they must be working first. The Western N.Y. Chapter of TDU has helped form a group called the Western New York Labor Coalition for jobs. We are proud to say that we are working alongside the rank & file and officers of about 80 different Local Unions who normally don't want to have anything to do with each other. We have received endorsements and support from William Winpisinger, President of the International Association of Machinists (IAM) and Teamsters Joint Council 46.



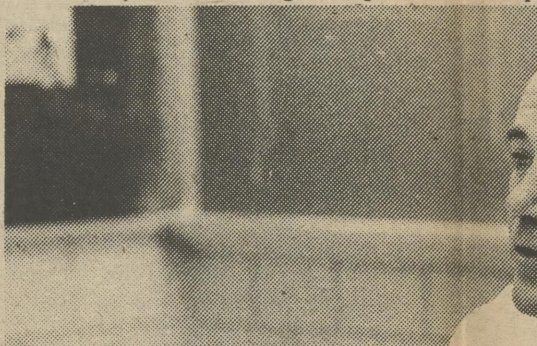
DENI GILLESPIE, NJ Local 676, CBS Records.

We've lost over 700 jobs at CBS records in Pitman, N.J. in 3 years. In 1978 Pitman employed about 1800 people and was the largest CBS plant in the country. Today about 1100 people are working. For the past 20 years the plant has been the bread and butter for entire families. But CBS has been cutting jobs by trying to get more work out of fewer people, subcontracting our work to non-union plants, and



CHARLIE LAWRENCE, Detroit Local 337, Orleans

In the Market Area in Detroit the situation is really bad. Workers aren't allowed to join the union at union shops even after their probationary period has been completed. I know of one case, at Caramagno Foods, where a man having more than enough days at the company asked his employer and steward about joining the union. He was fired the next day. He was one of the lucky ones — he got help from



BOB ELLERMAN, LA Local 952, Yellow Freight

When Jimmy Hoffa created the first National Freight Contract in 1964 one of the things he gave to the companies in return was to give-away the 40 hour guarantee for some dock workers and city drivers. In the East and Midwest the bottom 10% lost their guarantee. In the West the bottom 20% lost it.

Over the years the bottom 20% have become a lower class of workers, now called "unassigned personnel" or "floaters". And these glorified casuals are used, unwillingly, to undercut

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Jobs

have built a \$50 million plant in Carlton Georgia which is supposed to be the largest record plant in the world. The Pitman plant serves the entire South and it is obvious that if any records are pressed in Georgia, it will cost jobs in Pitman. The Georgia plant is non-union. What's more, just as our contract comes up on April 1, 1981 we are facing a decertification push in the plant to kick the Teamsters out of Pitman as well.

Whatever the flaws of our Local, decertification is definitely not the way to go. With a union we can push for strong job security provisions in the contract. Without a union we will have no protection at all. For example, if we have the Union then we can push for a provision in our contract that will make it impossible for CBS to relocate our work to Georgia or elsewhere.

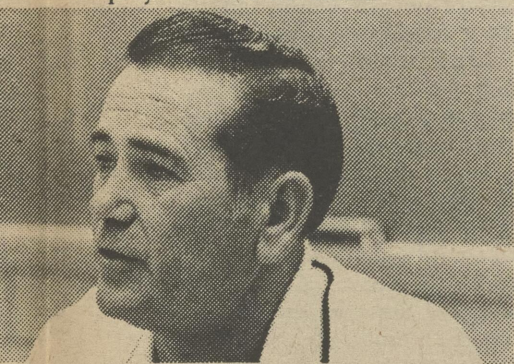
In addition, with the union we can push for severance pay, full pension and health and welfare payments for the life of the contract, transfer rights for those who want them, etc. Without the union we have nothing.



337, Orleans International

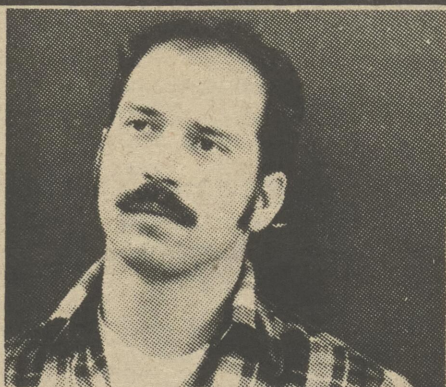
he TDU and the NLRB awarded him \$5,000 in back pay.

But there are others who aren't so lucky. At City Foods, for example, the union allowed the closing of a unionized cutting room and then relocated the work a few blocks away — non-union. At Prime Meat the company closed down, and reopened under a new name with new employees. And no union.



w Freight

the seniority of the 80%ers as well. The floaters are frequently brought in on early morning starts — day work which most of us want. They get the overtime as well. It has gotten to the point where 80%ers are now bypassing bid to become floaters so they can work days and get overtime. If there was ever a tactic to undermine union jobs — this is certainly one of the worst. And when an organizer attempts to sell the Teamsters Union to a non-union company, all of these points will be used by management.



JOHN LATTANZIO, Spokane Local 690

There hasn't been a concerted effort to organize the unorganized since the time of Dave Beck. The leadership of the International has gotten fat, sassy and rich off the rank & file. Organizers such as Farrell Dobbs and the fighting spirit that they gave us are nearly extinct. This spirit still lives on within TDU and my own Local. Apathy is another huge problem. It is the very essence of why Locals aren't run by the people and why the bureaucracy of



EMIL ABATE, Oakland Local 853, Wards

First, our Locals should be bargaining hard for better severance pay provisions. This will discourage companies from shutting down or moving. If closure does occur, it will offer workers more cushion from the impact.

Second, hiring hall provisions need to be put into all contracts. For example, at Montgomery (where I work) people are hired from temporary agencies, rather than our Union hiring hall where there are plenty of unemployed union members.

Third, either through contracts or state law, companies ought to be required to give a two year advance notice if they plan to shut down. This will give employees more time to adjust and if so inclined, more time to organize a counter move. A law banning mandatory overtime would also be a good idea and create jobs.

Fourth, our International and others have to go on the offensive to repeal section 14(b) of the Taft-Hartley law which permits right to work laws. Right-to-work states act as magnets drawing jobs out of unionized states such as California.

Finally, the use of part timers and casuals cut down on the availability of full time jobs. We need contracts that limit the use of part timers and casuals. And, on the other hand, part timers and casuals need more protection and benefits.

our union isn't responsive to Local Unions.

Companies are employing layoffs on a weekly basis. Speed up tactics are being utilized. When the International granted no relief all they did was drop a can of worms into the hands of the Locals. For example, PIE wants the Flexible work week, and all companies in this area want multiple dispatches of road drivers. All this undermines job security. The position of Local 690 is 'no relief'. But on the other hand jobs are becoming scarce and the membership is scared.

The responsibility for this fiasco can be blamed solely on the impotent General Executive Board and a bureaucracy that is bent on a course of self-destruction. For this to change we need: 1) Communication between Locals on mutual problems; 2) A unified plan to combat further erosion of our contracts; 3) Rank & filers must have direct input into negotiations; 4) Right to vote on supplements; 5) An end to selective strikes.



LARRY KUDLA, NYC Local 282

Construction Teamsters in the greater NYC area are fighting company efforts to end restrictions on how much weight trucks can carry. The more a truck loads, the fewer trucks are needed — and fewer Teamsters are needed as well. In the ready mix concrete industry in the greater NYC area, ready mix trucks carry a load of 15 to 18 cubic yards of concrete. But the legal limit is around 12. For every 4 trucks carrying such an illegal load, one Teamster is out of work.

A Program for Jobs

1. JOB SECURITY PROVISIONS IN OUR CONTRACTS. This is our first line of defense. Strong Contract language can deter the loss of jobs or cushion the impact. The union should utilize the Emergency Reopening clause in contracts to demand:

***PREFERENTIAL HIRING FOR LAID OFF TEAMSTERS.** If a company goes under its employees should have first bid on Teamster jobs that open up in the same area. In the NMFA, Article 5 has been made obsolete by deregulation since carriers don't purchase rights anymore.

***LIMIT ON PART-TIMERS AND CASUALS.** No casuals or part-timers should be working if regular employees are on layoff or short weeks.

***NO MANDATORY OVERTIME DURING LAYOFFS.**

***STRONGER LANGUAGE ON SALE, TRANSFER, AND SUBCONTRACTING.** While our contracts have some language on these issues, there are too many loopholes. Too often long time Teamsters are out on the street and new hires take their work.

***SUB PAY.** Other unions have negotiated for up to 90% of base pay during layoffs or for months after a closing.

***EXTENDED BENEFITS.** Full payment of pension and health and welfare contributions during layoff and for the life of the contract after a closing.

***STRONG WORK RULES FOR JOBS.** No pick up and delivery in the city by road drivers.

2. HIRING HALL. This requires a change in both our contracts and the attitude of our officials. Local 299 in Detroit, a Local hard hit by unemployment, is about to introduce this measure. If democratically controlled by the members, such a hall can be a big protection of Teamster jobs.

3. USE OUR LEGAL RIGHTS IN RELOCATIONS AND BANKRUPTCIES. Under Federal law an employer often must bargain with the union before it is allowed to relocate its facilities. The employer always must bargain on the effects of such a decision on the employees. This includes vacation pay, pensions, and health and welfare payments. In case of bankruptcies, new Federal law gives unions a powerful voice in determining the use of a company's assets. Teamsters used this leverage in the case of B&P Trucking to negotiate its sale to Youngstown Cartage and forced Youngstown to honor the existing contract with B&P. This should be the rule in all such cases — not the exception.

4. DEREGULATION: OUR CHANCE TO BE HEARD. As we reported, the IBT did a poor job in pushing for job protection provisions in the Deregulation law. But one provision that is in the law is a clause that instructs Congress to hold "oversight" hearings on the impact of deregulation on the employees in the trucking industry. TDU plans to make sure that Congress gets our side of the story. If you have been hit hard in the past year, then Contact TDU. We will be assembling the information that is needed to prove to Congress that they must move to protect Teamster jobs — NOW.

5. LABOR LEGISLATION FOR JOBS. In addition to the above points, it will take a strong and unified effort by the labor movement to fight for job protections, for plant-closing laws, and for job programs in Congress. TDU supports any positive steps in this direction.

Hang UPS

A Column for UPS Workers

Walkouts Hit Northeast

KEENE, NEW HAMPSHIRE. On Friday, January 9th, UPS workers walked off their jobs after a driver was fired for allegedly taking 15 minutes instead of 10 minutes on his break. After they were out for about 10 minutes management at the hub agreed to meet on Monday morning to discuss the issue. On Monday, management changed their minds and said the break was only about 12 minutes, and put the man back to work. All involved in the walkout were suspended for two days. Keene UPSers felt that it was worth it since they got the man's job back.

But some of the officers of Local 633 didn't see it that way. Their way of thanking Steward Jim Plante was to take away his stewardship. The removal happened at the Executive Board meeting, which Plante was not allowed to attend. Rank & filers at the next Local Union general meeting refused to accept the minutes of the Executive Board because of the removal of Plante as steward. They are confident that he will be reinstated.

PORTLAND, MAINE. UPSers in Portland walked off the job on Sept. 9th for almost 24 hours to protest the increasing harassment, warning letters, and suspensions over productivity. "They have been throwing enough warning letters at us to use as wallpaper," said UPSer John Brown, whose suspension sparked the one day walkout. "They figure the more they beat a guy, the more work they can get out of him. I guess my suspension was the icing on the cake." Brown's suspension was for "failure to follow a supervisor's directions". UPS alleged that Brown could not work without a supervisor riding with him. Brown says that the company manipulates runs to mess up performance and that his firing was over productivity.

The question still remains whether or not UPS can fire people for productivity standards. These are technically against the contract, but the International and most Locals seem unable, or unwilling, to do anything about it. Recent firings in Pittsburgh, Fort Wayne and elsewhere show the need for stronger language in the Master Agreement and all Supplements. Portland UPSers are taking steps to get organized for such an effort. On Saturday, Jan. 24, about 75 Portland area Teamsters, mostly package car drivers, came to a TDU meeting in the Portland area. Plans are now being made to spread TDU in UPS in New England. If you're interested in getting involved, contact TDU today.

OAKLAND, CALIFORNIA. TDU UPSers in the NorCal Chapter of TDU are starting a TDU/UPS newsletter. The paper will carry news and information for UPSers and will be a big boost to the rank & file movement in the Bay Area. UPSers in other cities who want copies of the newsletter should contact the national office.

INCENTIVE PAY IN INDIANA AND CHICAGO. Indiana and Chicago UPSers report that an incentive pay system has been instituted in Hammond, Indiana (Local 710) and at the Bedford Park Hub (Local 705). So far 14 drivers have been fired at the Hammond Center as a result. No vote was taken in either city to approve the plan. UPS has tried incentive plans over the years in different cities. For example, West Coast TDUs report that they defeated it three years ago. It's not clear if the incentive pay will last long in Indiana either, for according to a UPS steward there, "From the drivers I have talked to, I don't think it will succeed down here." If you have any information on incentive plans in your area, please contact the TDU office so we can coordinate efforts on this issue.

SAN ANTONIO, TEXAS. UPSers have filed a grievance on "the theft of the day after Christmas". Unlike most other supplements, the wording on their supplement is unclear on this issue. The union has accepted the grievance and notified them that it will be heard at the Southern Panel on either the 16th, 17th, or 18th of February. "It's great that they accepted the grievance. But the panel is 1,000 miles away," said TDUser Craig Clark. "We'd have to lose 5 days to be there—just to get one day back. The way the panel is set up it protects the company and the union, who doesn't want to hear us anyway."

Purex Organizes

by Ron Marshall

Local 20

Steward at Purex, Toledo

Purex Corporation in Toledo is very aware of the fact that their employees are hard line Teamsters and are very close-knit. Among the corporation's efforts to deal with the workers at the Toledo plant has been to send a Mr. Ron Seavars to be an "in house" eyes and ears for the Lakewood California headquarters office of Purex. But so far, most of what Mr. Seavars has heard hasn't been too good for management.

While expecting a surge of production, Purex claims to be losing "productivity". Toledo plant manager Dave Grouls blames his problems on "the union". He says, "The union people in this plant have some kind of

underground grapevine with all other Purex plants in the country that are Teamster barns; when Atlanta was out on strike, last summer, production in Toledo, Chicago, St. Louis, New Orleans, and other Purex plants took a nose dive!"

Good morning Davie! Rank & File Action Works!

Atlanta has a good contract—and so does the Toledo plant.

Some Teamster locals have heard rumors of a grapevine throughout the Purex corporation. But they deny its existence. Could it be just a coincidence that Atlanta was out on strike while the Toledo plant was in negotiations?

Does management and the union hierarchy know everything? Where there's a will.....

SECCIÓN EN ESPAÑOL

At the 1980 Rank & File Convention TDU decided to begin to develop articles in Spanish. Below is an article, in Spanish and English, on the problems of Sylvania Teamsters in Massachusetts.

Sylvania Noticias

El pasado enero la G.T.I.-Sylvania de Danver, Mass. pusieron una nueva poliza en efecto, por que los patronos decian que tenian que aumentar la "productividad". Si el empleado estaba ausente 7 veces en 7 meses consecutivos este seria suspendido y 9 veces en 9 meses consecutivos serian despedidos. Algunos de obreros han sido suspendidos y otros estan apunto de ser despedidos. La union llevo este problema a arbitracion, pero lo perdio.

Casi todos los obreros estan en contra de esta nueva regla. Aun aquellos que piensan que ausentismo es un problema, estos opinan que la compania se ha oprovechado de esta regla. Esta regla es el resultado del fallo de la union por no negosear un acuerdo mutuo en las negociaciones de 1979. La compania entonces establecio su

propia regla sin consultar la union. Diciendo que este era un derecho del patrono. La union perdio este caso porque no estaban preparado. La culpa mayor fue del secretario-tesorero, Dick Sewall.

En respuesta algunos obreros de la union junto con miembros de T.U.D. sacaron una papeleta informando a los demas companeros de lo que estaba pasando. La papeleta llamada "Relumbre" (Relight), tuvo una respuesta de apoyo muy buena entre los obreros. Por el otro lado el Sr. Sewall, comenzo amenazar y publico una papeleta atacando el Relumbre. Desde ese entonces, el B.A. Salemm y el jefe de los steward han empujado por un nuevo arbitraje, basado en otro argumento, dirigido ha mejorar esta regla de ausencia.

Sylvania Organizes

Last January, GTE-Sylvania, at Danvers, Mass., put a new absentee policy into effect, because management said "productivity" had to improve. If an employee is absent for 7 times in 7 consecutive months, he/she is suspended automatically. For 9 times in 9 consecutive months he/she is automatically fired. A number of people have already been suspended, and some are close to being fired. The Union has already had an arbitration case, but lost it.

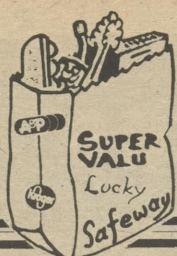
Almost everyone at Sylvania is

against the new policy. Even those who felt absenteeism was too high think the company has gone too far. The policy resulted from the Union failing to negotiate a mutually agreed upon policy in negotiations from 1979. Sylvania then started its own policy without consulting the Union, claiming it was management rights. The Union lost the arbitration because it was unprepared. This was mostly the fault of Local 42 Secretary Treasurer, Dick Sewall, who would not allow BA Frank Salemm to hire a lawyer. At the last minute, the Chief Steward brought in witnesses on the union side. She was only given a one day notice for this by the Union.

In response, some union members, including some in TDU, got out a newsletter informing other members about what happened. The newsletter, Relight, got a very popular response from the members. Sewall, on the other hand, made threats and put out a letter of his own attacking Relight.

Since then, BA Salemm and the Chief Steward have pushed for a new arbitration based on a different argument, but aimed at improving the absentee policy.





the grocery bag

Safeway Superwarehouse Spells Superproductivity

Management at Safeway's highly automated Chester, Va. warehouse has been intensifying its drive for unheard of levels of productivity, pressing some order selectors to pull as many as 400 cases per hour.

While this three-year old "super-warehouse" is equipped with numerous conveyor belts to increase order selection capability far beyond what is possible at most warehouses, Safeway has been pushing its workforce to go beyond these extraordinary productivity levels.

As with most Teamster contracts, the Local 322 agreement with does not recognize productivity standards. But this has not prevented management at Safeway from harassing its workforce to go beyond these incredibly high productivity levels. Some order selectors have even had their jobs threatened if they did not pull close to 400 cases per hour, with the claim that supervisors would "go beyond the contract" to make sure that even higher levels are reached.

To anyone familiar with productivity at a grocery warehouse, these production levels must seem like a vision of the inner circle of hell. There are additional job responsibilities for order selectors that make things even worse. In addition to pulling all these orders and putting them on a conveyor belt, they are expected to return pallets to a pallet station, stack them, and take five or fewer cases out and number them as they are sent on their way.

There are many job hazards too. Some aisles get so packed with cases that they become fire hazards. Congestion has gotten even worse as Safeway has stepped up its drive for increased productivity.

"Divide and Conquer"

Safeway supervision is currently singling out some warehouse workers

Are Grocery Wage Disparities Growing?

Equality of wages and conditions rank among the strongest protections that our union can provide for our job security. This equality reduces the likelihood that a company will cut back its operations or move out completely to head for greener, cheaper pastures.

Teamsters working for grocery companies are not protected by master conditions, neither within the industry as a whole or within their own company. Great variations in both wages and conditions exist across the country at grocery retail giants like Safeway, Kroger, and A&P as well as large wholesalers such as Fleming and Super Valu.

A good example of the increasing disparities in wages and conditions even within the same company comes from the newly organized San Antonio Kroger warehouse. In that city Kroger warehouse workers are making as

for "evaluations" that always seem to center on the question of their productivity. TDU member James Dickerson filed a grievance over harassment from his supervisor who had threatened him with the loss of his job if he didn't increase his cases per hour. At the grievance hearing the supervisor claimed he was surprised that James had filed a grievance over his "friendly warning"! It makes you wonder what an "unfriendly warning" might be.

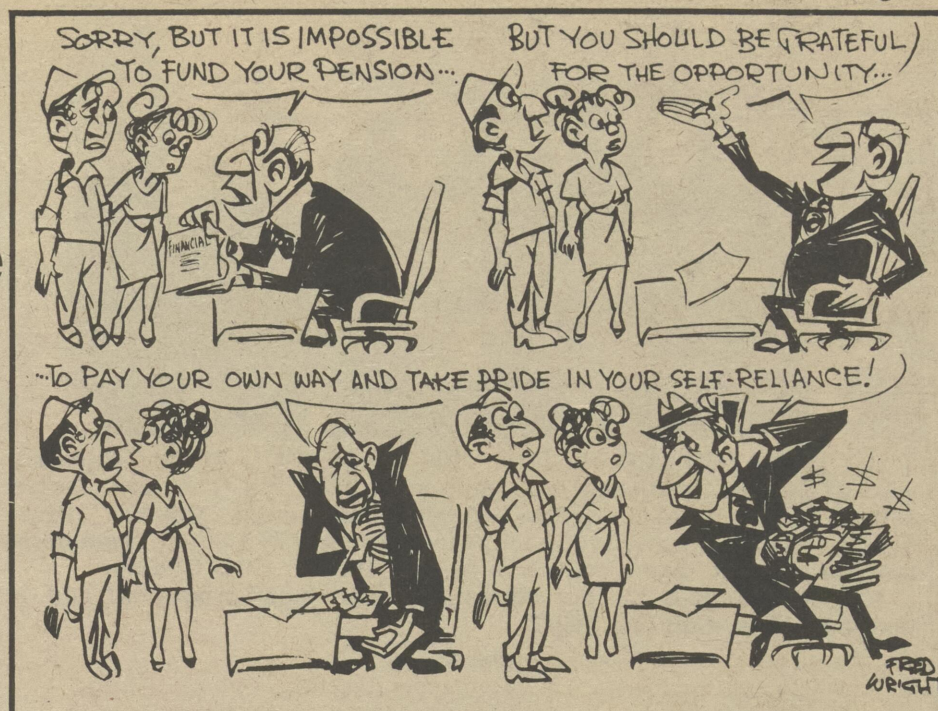
Safeway keeps the figures on its employees' productivity levels in its computer, and it's impossible for the warehouse workers to keep track of their own piece count because of the volume of cases pulled. One of the more amusing sidelights to Safeway's calculation of productivity levels is that lunch times and break times are reportedly not deducted from the total number of hours used to compute these figures. As a result, this time is treated as work time, which results in an underestimate of production levels.

Earl Sharpe, Safeway steward and TDU member, is working to get rid of these unfair production standards. But Local 322 has yet to take a firm stand against them, even though Safeway has started to issue ER-100's (warning letters) on job performance for what they call "low productivity." In the meantime, the Local's inaction only encourages Safeway to go even further in its productivity drive.

Automated warehouses are not yet widespread throughout the grocery industry, but it is likely that we will be seeing more and more of them in the future. If this Safeway "superwarehouse" gives any indication of what the future will bring, it is more imperative than ever that the Union mount serious resistance to productivity standards to save Teamster jobs and safe working conditions.

much as four and five dollars an hour less than Kroger warehouse workers in other parts of the country. Also in San Antonio, Fleming warehouse workers are making up to five dollars an hour less than Teamsters at some other Fleming warehouses.

As our Union is faced with a population shift towards the "Sun Belt" it faces the serious question of whether it will insist that better conditions will follow or will it allow grocery companies in these fast growing areas to get away with inferior conditions. Acceptance of contracts that are almost half of what has been bargained at the same company in other parts of the country benefit neither the employees covered by the contract nor those who must be concerned about the threat that such contracts pose to their own job security.



Racial Division Used by IBT Officials in Chi. Police Organizing

(Note: TDU has a policy of support for IBT organizing drives, and has reserved comment on the recent \$200,000 effort to organize the Chicago police until the drive was completely over. The election was lost by the IBT.)

On July 6, 1980, Richard Ramey, a 52-year old, partially crippled Black man was dragged from a Chicago Transit Authority train and, according to witnesses, beaten to death by three white policemen for the "crime" of smoking on the train. The three officers—Fred Christiano, Louis Klis, and Fred Earullo—were suspended from the force and indicted for murder.

At the time, the Teamsters Union was engaged in an organizing drive to win collective bargaining representation for uniformed Chicago police officers. This effort was spearheaded by the Law Enforcement Division of Local 714 with the full backing of Louis Peick's Joint Council 25 and the International.

Shortly after their suspension the Teamsters Union through Local 714 offered the officers jobs at McCormack Place, the big Chicago area convention center, at a time when thousands of Chicago Teamsters are out of work and in need of jobs. Two of them accepted the offers. The Teamsters Union also sponsored a fundraising dinner for the three at the meeting hall of the Joint Council.

While anyone should be guaranteed a fair trial and the presumption of innocence until proven guilty, it is clear that the Teamsters' actions were motivated by no such concerns. Rev. Jesse Jackson of Operation PUSH put his finger on their reasons when he said, "It was nothing less than inflammatory and insensitive that local Teamster officials would hire these officers in their efforts to unionize the police."

The actions of Local 714 and JC 25 were a calculated ploy to win votes in an organizing drive that represents the union's new strategy. Unable to stem the tide of non-union companies in its traditional jurisdictions and seeing its centerpiece contract—the National Master Freight agreement—being torn

apart by the employers, the leadership of the IBT has chosen to seek members in other areas. According to Forbes magazine, the IBT spent some \$200,000 in four months on the organizing drive.

What we deplore is the divisive tactic of appealing to racial feelings to win the bargaining election. The key to a union's success is its strength at the membership level, and can only be based on unity. If the union pursues tactics that divide and weaken its own membership along racial—or any other—lines its ability to win improved working condition will be limited. Divide-and-conquer is an employer tactic and has no place in our union. We see the same thing with our union officials who divide the members, road vs. city, warehouse vs. driver, etc.

By appealing to the Chicago police as the protectors of white officers accused of racial murder, the Teamsters not only split the force, but also caused many of its members in other locals to seriously question how well represented they are by the Teamsters Union.

As evidence of this concern, we point to a letter from the Executive Board of Chicago Local 743 to its own members. This is the largest local in the IBT with some 30,000 members. Between 65% and 70% of its members are Black. The letter disassociated Local 743 from the actions of Local 714 and "openly renounces such action by another Teamster Local and would never have condoned such action." It would have been better if Local 743 had not only disassociated itself, but had actively protested against the such actions within the Joint Council.

The Teamsters tactic failed. The union lost the bargaining election to the Fraternal Order of Police (FOP). But more harmful in the long run may be the damage to the union caused by its attempt to play racial politics. What we in TDU understand is that the Teamsters not only violated social responsibility, but undermined the union's ability to organize, fight for, and win gains right down the line. The actions of Joint Council 25 were self-defeating and violated the most basic principles of unionism.



THEY DONATED \$100 TO THE "100-100 TEAM"! These Teamsters work at Georgia Pacific and are members of Local 458. They contributed \$100 to help us make our goal of \$10,000 in the current "100-100" drive. This is 100 donations of \$100 each. Most are from individual Teamsters, but you can also take a collection in your shop or TDU Chapter.

This money goes for our educational and legal programs, and is tax-deductible. Can you help?

To join the "100-100 Team" do the following:

- fill out the form below
- make a check or money order to *Teamster Rank and File Educational and Legal Defense Foundation*
- mail to: TRF, Box 10303, Detroit, Mich. 48210

Name _____ Company _____

Address _____ Local _____

City _____ State _____ Zip _____

- ☐ I pledge \$100. My check is attached.
☐ I pledge \$100 in four monthly \$25 contributions.
☐ I pledge \$100 in ten monthly payments.

Date _____ Chapter affiliation _____

I wish to remain anonymous: ☐ yes ☐ no

My name may be listed as a donor: ☐ yes ☐ no

TDU Organizing

Iowa

On the weekend of Jan. 17-18, TDUs in Iowa turned out for four meetings to build TDU in Iowa. The meetings were held in Dubuque, Davenport, Cedar Rapids, and Des Moines. **Convoy Dispatch** Editor Rob Fram was accompanied to these meetings by Iowa TDUs Bob Leslie, Gene Fort, Bill Harmon, Tom and Judy McNamara, Don Strouth, and Steve Archer in this effort to carry "TDU-fever" to every local in the state. The meeting in Dubuque centered on how to improve representation and use the grievance procedure; the meeting in Davenport focused on the IBT Convention and the Chapter's plans to pass resolutions in Local 371 to reform the International Constitution; the Cedar Rapids meeting was the first meeting in that location, and concluded with a very successful membership sign-up, and the formation of a new chapter in Local 238, the home local of Iowa Joint Council head Harry Wilford; the Des Moines meeting concerned proposed bylaw amendments that are to be voted on at the March union meeting of Local 147.

Louisiana

A TDU Chapter is being formed by Local 568 members around Shreveport, La. following a TDU Organizing Meeting held there on January 19. The room overflowed with over 50 members, many from Roadway but also from other companies in the area.

Ken Paff reported on the TDU movement nationally and what was being done by rank and filers in other locals. Members are especially concerned about production standards and the effectiveness of the grievance

procedure in stopping contract erosion.

About a half dozen members at the meeting came to heckle and say, "TDU is not needed here". One brother especially declared that "no one will ever be fired for production standards here". This drew laughter from the majority of Teamsters present.

Maine

On January 24 some 75 members of Local 340 met in Portland, Maine to form a new TDU Chapter. Most of the Teamsters present were UPS drivers, with some coming from other truck lines.

A steering committee of seven persons will meet to help get the Chapter organized. TDU International Steering Committee member Dan Hall attended from Buffalo to talk about TDU, as did UPS steward and TDU leader Jim Plante from New Hampshire and TDUs from Boston and TDU attorney Mark Stern.

Texas

On January 18, over 50 members of Local 657 in San Antonio met to form a new TDU Chapter and to discuss improving their Local and the entire Teamsters Union. The vote to form a Chapter was virtually unanimous. Grocery drivers and warehousemen noted that non-union people at another warehouse were making better wages than they were. There are several large grocery warehouses in Local 657, including Fleming, Handy Andy, and Kroger. Many freight lines were also represented at the meeting, which was chaired by Roadway driver Tom Salinas. Salinas and UPS driver Craig Clark also talked to two TV stations and newspapers which covered the event.

Chapter Notes

TOLEDO: When Local 20 officials introduced Jackie Presser as the featured speaker at the Local's stewards banquet on Jan. 24 it was just too much for some members to stomach. So some stewards walked out on this Teamster Boss of Ohio—right in his backyard. Already Presser's presence in Toledo had caused controversy. At the Stewards Convention that day TDUs Gary Kuhn had asked why the Local was honoring Presser, as he was a "known mafia figure". Harold Leu's democratic response to this question was to turn off Kuhn's microphone. Because Leu had exposed himself as being a dictator, pure and simple, many stewards at the Local 20 banquet came around to talk to the TDU stewards there and express their support. Maybe Leu is out to imitate Presser, but he should learn that dictators, big or small, are bound to fall when the members get active.

LOS ANGELES: On the initiative of TDUs in the Local, members of Local 595 passed a resolution supporting the struggle of Polish workers at the membership meeting on December 12. The resolution called on Local 595 officers to take the resolution to Joint Council 42 and the Western Conference and print the resolution in the **Southern California Teamster**.

ALLENTOWN: Teamsters in Lehigh Valley TDU have discovered a book-keeping slight of hand that could cost the Local thousands. It appears that the Local Executive Board's severance benefits have not been recorded in the Local's books as a debit for the Local. This means that the Local will owe thousands of dollars to outgoing officers—but that the amount is not recorded for members' inspection. TDUs and others are looking into this matter in an effort to straighten matters out. Keeping track of severance benefits is pretty important, as any member of Local 600 is bound to tell you. In that local the incumbents cleaned out the treasury as they left office....

QUAD CITIES: The TDU Chapter in the Quad Cities successfully reduced a suspension to a reprimand and won a \$550 check for the driver who had been unjustly suspended. The driver, an older driver for one of the larger ready-mix companies in town, complained to the company that non-union drivers were doing his work. Then he refused to meet with the company without his steward. This triggered the suspension. It also triggered action by the Quad Cities TDU, which helped the driver file his grievance and then file an NLRB charge after he was sold out at the grievance hearing. "It was the training that I received from TDU that enabled me to do the job I did," said the steward, Bill Harmon, who helped the suspended man. "It was just lucky for this driver that his steward belonged to TDU," he added.

GRAND RAPIDS: Congratulations to Grand Rapids TDU for producing the newest TDU newsletter yet—the **Grand Rapids Bulletin**. The Grand Rapids chapter has been growing steadily in recent months, as the Local 406 officials have sold out one group of members after another. As the reform tide continues to sweep through Michigan, Teamsters in Western Michigan are moving ahead with their own plans to oust officials who won't stand up for the members.

MILWAUKEE TDU KICKS OFF CAMPAIGN ON IBT CONVENTION: On Jan. 9, 1981 Milwaukee TDU held a meeting to discuss what it would do about the upcoming 1981 IBT Convention. **Convoy Dispatch** Editor Rob Fram spoke on TDU's national goals and plans, and the chapter decided to run a slate of candidates in the election for extra delegates in Local 200. Local 200 is one of the larger locals in the IBT and therefore is entitled to have extra delegates above the members of the Executive Board. The chapter is also planning a fund raising party to help finance the campaign. For information on how you can help, call: (414) 481-2752.

DETROIT: Pete Camarata won another case that established the legal rights of the rank & file. During last year's 299 election Camarata asked for a leave of absence to campaign. The company replied that it was not "official union business". Camarata filed charges with the NLRB and the Board issued a complaint. The company finally settled, and posted a notice stating that no one would be discriminated against when asking for leaves of absence in order to campaign. This will come in handy for rank & filers in 299, as the Labor Dept. has, in record time, called for a new election in that local based on technicalities. Meanwhile, members of Local 337 are awaiting a Dept. of Labor decision on their election which was marred by serious violence and employer collusion with incumbent Bobby Holmes.

EL PASO TDU KEEPS ON TRUCKIN'. On January 17, about 25 members of El Paso TDU braved a snow storm to attend a chapter meeting that was addressed by TDU Organizer Ken Paff. The three TDUs on the Local 941 Executive Board also attended the meeting and reported. They won recently as part of a rank and file slate that ousted the regime of Michael Ellison, the son-in-law of the Joint Council 80 President.

"We will continue to grow and be a watchdog for the rank and file in this local, and nationally," stated TDU Chairman Noe Chapa.

Paff urged the members to "make this a rank and file local...be aggressive...attend your local meetings and have high expectations of all your officers. Make motions when needed, be prepared on them, and if they pass, expect your officers to carry them out. An election is just a first step to improve our union."

SIX WAY SPLIT

F.J. Boutell Driveaway is being added to the Ryder System according to a purchase agreement reached January 26. Boutell will join M&G Convoy, Complete Auto Transit, Janesville Auto Transport, and the Detroit Chrysler releasing companies in Ryder's carhaul stable. If all these outfits are counted together, Ryder will surpass Anchor Motor Freight to become the largest carhaul conglomerate.

Boutell has been on the block for some time. The Boutell family is retiring from the business and the only question was which buyer had the cash.

For the time being Ryder says it will retain the separate Boutell terminals in Flint (Buick), Pontiac (Pontiac), Detroit (Cadillac) as well as the import terminals on the East Coast. But Boutell carhaulers are very worried about the longer run. New GMAD factories are in the works at each of the Michigan plant cities and General Motors has been pushing to consolidate its carriers on a city by city basis all over the country.

Unfortunately—as any reader of this column over the last year and a half knows—the contract as interpreted by the panels does almost nothing to protect people's jobs and seniority in this situation. One of the things we need—but don't have—is the right to stay with our work with full seniority no matter whose decals are pasted on the sides of the trucks.

After being on the ropes many times Alpha-X [a.k.a. Baker Driveaway] has finally gone down for the count. Alpha-X has lost all its traffic to M&G Convoy at both the Newark DE and

Detroit plant terminals and has been shut out of the railheads at Hagerstown MD and Winston-Salem NC. A couple of hundred ace carhaulers have lost their jobs.

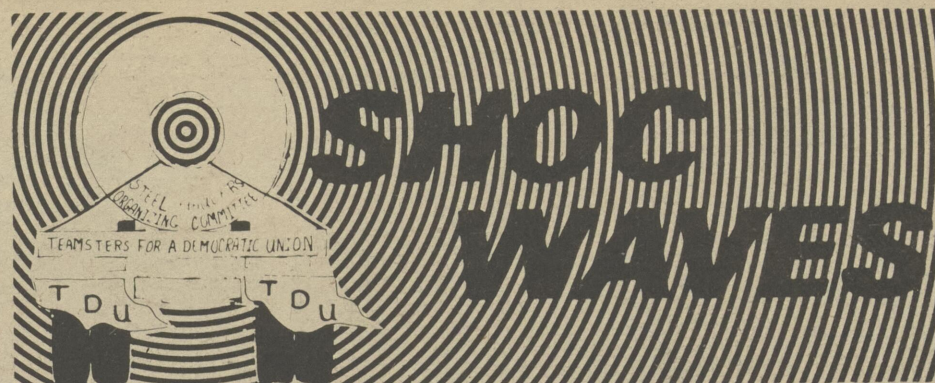
Alpha-X is going under owing everyone. Most importantly its drivers, mechanics and yardmen are owed well over a hundred grand in wages due. In Detroit, with the support of Local 299, Alpha-X Teamsters have fought back.

On January 14 the trucks were loaded for the last time but no one was willing to head on down the boulevard for that last skid drop until every penny of wages owed was paid in cash. Robber baron Alpha-X owner W.O. Bridge and his flunky Al Baum denied the company was going belly up but the drivers just wouldn't believe them. The vote to strike was 100%.

The Detroit Alpha-X drivers had their hostages—over 350 sold units loaded on immovable trucks or trapped behind them in the yard. And after a few days Chrysler expressed an interest in repossessing its property. Finally, after lengthy negotiations, the Alpha-X carhaulers went to work as repo experts for Chrysler on the last weekend in January. Chrysler paid cash on the barrelhead. W.O. Bridge never knew what hit him.

The carhaulers of Alpha-X shouldn't be out of the industry for long. M&G has promised preferential hiring for these daring and resourceful drivers.

In contrast the Central States Pension & Welfare funds are out several hundreds of thousands of dollars. Local 299 tried to strike Alpha-X last fall to get the long overdue benefit payments, but the Central States headed off a strike by granting Bridge an easy payment catch-up plan with no collateral. The rank & file had their collateral tied up behind a solid picket line. So they got paid.



ARTIM SHORT HAUL. Artim short haul drivers in Hammond, Indiana lost a lot and won a little at the December JAC hearings in Chicago. The dispute involved the collapse of the short haul seniority list into the city seniority list after half the city hourly drivers were cut back to the same percentage method of pay as the shorthaulers. Local 142 President Don Sowachka originally agreed to the sweetheart deal but then backed off after the drivers organized with TDU help. They filed many individual grievances and a massive master grievance and backed it up with massive attendance at the state level hearings. After the grievances deadlocked at the state level they went to the JAC, where the men lost the right to maintain their own board and own freight. Fighting back, however, did win three things. 1—They kept separate boards and had most men recalled from layoff during the dispute. 2—They stopped an attempt to put in effect a substandard local health and welfare plan. 3—And they also won the right to dovetail into the nearest long-haul terminal when short-haul ends on February 1.

OHIO FAST FREIGHT. This steel hauler and special commodity hauler has made Cleveland a key part of its strategy to go to non-union. The "Buckeye-quickie" is owned by Edwards Corporation which also operates Union, Sun Express, and non-union Case Heavy Hauling. Recently OFF opened two new owner operator divisions: the Falcon division and R&L division. R&L is non-union and has opened in Cleveland through agent Bob Abernathy at the Cleveland Truck Plaza. Abernathy has reportedly started signing permanent leases with owner operators for regular OFF steel moves.

FAY. Last summer Fay in Cleveland laid off all its hourly city men and kept brokers working who had less seniority. Protests to the union and BA Dick Sanzo produced recall for a few but most are still laid off. The company claimed inability to operate hourly with the rate cuts and recession. They did negotiate a schedule to pay up back benefits bills. The brokers meantime have gone from 75% to 72% to 78% but they now pay for their own benefits.

DWORKIN. Dworkin steward and BA in Cleveland Ohio have backed a member protesting illegal layoffs due to the Dworkin split seniority boards. Several years ago the union allowed Dworkin to establish 4 boards: an hourly city board, a road company drivers board, a road fleet drivers board, and a road owner operator board. It is a terminal manager's dream and allows them to manipulate layoffs at will. Kaplan in Cleveland tried to copy this recently in a dispute over their multiple broker C&D employees. The present Dworkin grievance is on hold in Columbus.

Meetings

B.C./Yukon TDU

Thurs., March 5, 7:30 PM
Coach House Motor Inn
Lilloit Rd., N. Vancouver

Des Moines TDU

Sunday, March 8, 2PM
Eagles Lodge, 6567 Bloomfield Rd.

Eastern Pa. Union Skills Workshop

Saturday, Feb. 14, 12 noon
Trexlerstown Volunteer Fire Co.
just south of Route 100

Lansing TDU

Sunday, Feb. 8
Eagles Lodge, #1039, by airport & airport bar

Milwaukee TDU

Sat. March 14, 1PM
Irene J's, 1839 S. 2nd St.
Mitchell to 2nd st., (2 blocks south to dead-end).

Muskegon Area TDU Meeting

Sunday, March 8, 2PM
Muskegon Eagles Lodge
605 W. Western

Nor Cal TDU

Sunday, Feb. 22, 2PM
Manzanita Elementary
2409 E. 27th

So Cal TDU

Sunday, Feb. 8, 12 noon
1324 E. 166th St. Cerritos,
Cerritos Park East

Watsonville TDU

Sun., Feb. 22, 3pm
United Methodist, 229 Stanford St.

Western Michigan Union Skills Workshop

Sat. March 28, 10:30 AM
Place to be announced.

Western WA TDU

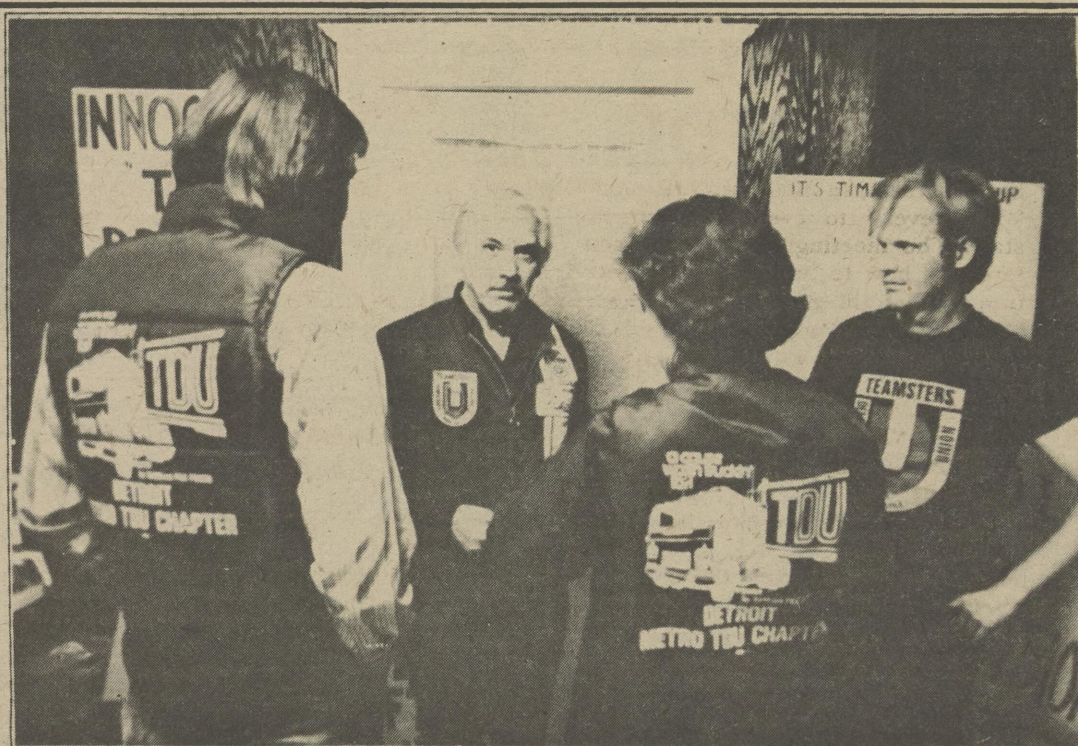
Thurs. March 19, 5PM
Ken Paff, TDU Organizer to speak



Look, ya gotta keep warm this winter

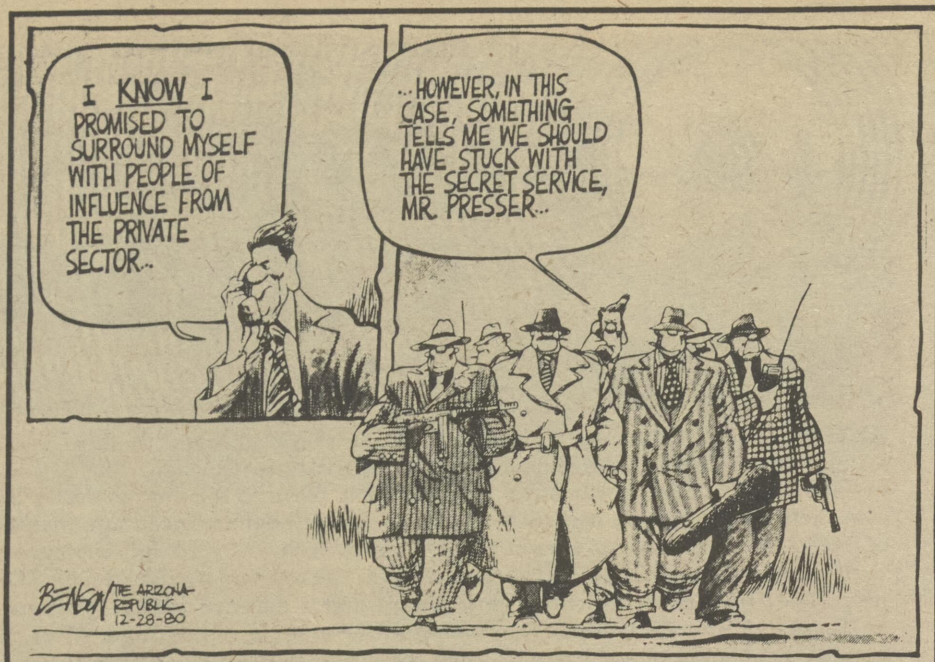


And ya wanna look good, right?



So ya better buy a jacket, see?

I am enclosing \$	for the following:	Size (circle)	Name.....	Local.....
Unlined Jacket	\$14.00	XXL XL L M S	Address.....	
Lined Jacket	\$20.00	XXL XL L M S	City.....	State/Prov..... Zip.....
Vest	\$20.00	XXL XL L M S	Company.....	Phone[.....]
Emblem T-Shirts (2 colors: navy & gold)	\$5.00	XXL XL L M S	Mail to: Teamsters for a Democratic Union	
Patches (sold separately from jacket)			P. O. Box 10128	
(2 1/2" x 3")	\$2.00	large	Detroit, Michigan 48210	
(3 1/2" x 4 1/2")	\$1.50	small		



Did Donovan Payoff IBT Local?

Why did Ray Donovan, the new Secretary of Labor, have such a hard time getting confirmed by the U.S. Senate? You guessed it — alleged Teamster payoffs and racketeering.

It seems that Donovan's Schiavone construction company, had a 'ghost employee' who was the chauffeur of Local 282 Business Agent Harry Gross, a convicted extortionist.

A 'ghost employee' means one who is on the payroll but who never reports for work. His wages are funnelled to some union officer who is on the take. In exchange, the employer gets 'labor peace'. A nice set up for everyone — except the rank & file.

In this case, the ghost was a 'working foreman' on the midnight shift. Unfortunately, there was no midnight shift on this project!

Donovan stated that his company had no choice but to put this man on,

Driver Wins Job, \$100G

Justice can be very slow if a big company chooses to appeal all the way. But for Wendell Frost, justice finally arrived when he went back to work in January 1981. His back pay will be in the range of \$100,000 and is being negotiated now, according to TDU attorney Ellis Boal who handled the case at the NLRB and later the Federal Court of Appeals.

Frost was fired in August 1977 and lost his grievance, which was handled by then BA Dickie Fitzsimmons (son of Frank Fitzsimmons, Dickie is currently in the federal penitentiary for taking bribes). After that he got help from Boal and went to the NLRB where he won, but the company continued to appeal in vain.

Ironically, the *International Teamster* magazine in March 1979 ran a story claiming that "Local 299 won the ruling", which was a total lie. The Local lost the man's job, then the Local president at the time, Bob Lins, was "too busy" to attend Frost's NLRB trial as a witness.

We wonder if the *International Teamster* will correct this lie now that the story is over, and show brother Frost receiving his back pay, back pay that is never won through our joint committee grievance panels.

and that he (as an owner) had no direct knowledge of this set-up.

He also claims he was unaware that officers of his company were subpoenaed to testify before the federal Grand Jury looking into the matter.

TDU-PROD members are quite familiar, however, with Local 282 officials alleged to have been the recipients of Schiavone's payoffs. BA Gross himself participated in the beating of TDU-PROD Co-Chair Ted Katsaros on September 30, 1976 when he raised a question about union dues at a Local 282 meeting.

FBI sources told *Convoy Dispatch* it is possible that indictments could come down against the Local 282 officers involved and against Schiavone but not against Ray Donovan personally. And despite the assertions of FBI informant Ralph Picardo, an associate of Anthony "Tony Pro" Provenzano, that Donovan was tied to organized crime, it appears that the Senate too could find no direct link between Donovan and the mob — and confirmed him as a result.

Dalton Indicted for Theft of Union Funds

The indictment of Neil Dalton, Secretary Treasurer of Local 486 in Saginaw, Michigan, on January 20th promises to be just the beginning of a series of indictments in the same scam. The Grand Jury is alleging that Dalton and Nate Wygod "did conspire, confederate, and agree to violate the laws of the United States". Dalton is charged with inflating the price of trinkets he purchased with union funds and embezzling the difference of \$34,000 in conspiracy with Nate Wygod of LaSalle Distributing Co.

LaSalle has been involved with many Teamster locals and officials. In fact, this kind of kickback scheme was first suspected by TDU members who studied some LM-2 forms and began to notice the high prices paid for the goods involved. In Detroit, investigative and TV reporters covered the TDU exposure early last year, showing thousands of jackets purchased by the

former officers of Local 299 had been obtained at a greatly inflated price.

The Michigan hierarchy is running scared of the investigation. Records from several locals have been subpoenaed. But they are also running scared of the rank & file. Especially with the rank & file slates winning in recent elections.

Indictments cannot clean up our union. Because the same people will appoint their successors, just as happened in Pontiac Local 614 when Joe Banes went to prison. But these indictments should be a rallying cry for Teamster members to join in the campaign to clean up our union in Michigan. To end all corruption. To end sweetheart deals and grievance sell-outs. To begin to fight back, with unified and militant rank & file unionism. To protect our jobs, contracts, and working conditions.

Suit vs. Boffa Co. Nets Driver \$500G

When Harvey Major of Martinez California was fired five years ago, it didn't seem that there was much that could be done. He was charged with deserting his truck. He was called a thief by the executives at the company he worked for, Universal Coordinators. And his local not only didn't get his job back — they urged him not to fight the case. Why? Because they claimed that Universal had "big connections" back East and would put a "contract" on his life if he caused trouble.

Major might indeed have good reason to be intimidated. The owner of Universal Coordinators is one Eugene Boffa Sr. of New Jersey. Boffa and five other individuals are currently under federal indictment in Wilmington Delaware for alleged labor racketeering and Boffa is frequently mentioned as an organized crime figure. Univer

sal Coordinators is notorious for acquiring sweetheart contracts. Boffa has been charged with collecting kickbacks from the companies. And if the drivers make trouble, Boffa can always cancel the contract between Universal and the company involved — putting the drivers out on the street. He can then resume operations, with a new phoney 'leasing' deal.

But Harvey Major didn't give up. He filed suit in 1976 to overturn the grievance panels verdict. He says that he received telephone death threats each time court action was scheduled on the suit. But he didn't give up. And after 5 years he won: Universal Coordinators must pay him \$455,000 and his local, Local 315, must also pay for failing to represent him to the tune of \$59043.

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